

M.C.A. DEGREE EXAMINATIONS: APRIL/ MAY 2009

Fourth Semester

P07CAE05 HUMAN RESOURCE MANAGEMENT

Time: Three Hours

Maximum Marks: 100

Answer ALL the Questions:-

PART A (20 x 1= 20 Marks)

1. Fatal mistakes and missed opportunities will occur by
 - a. Lack of experience
 - b. Lack of skills
 - c. Lack of conviction
 - d. Lack of vision

2. The knowledge of what others have learned and discipline to build up on it is the most fundamental principle of
 - a. Leadership
 - b. Recreation
 - c. Professionalism
 - d. Ethics

3. Transactional Leadership is based on
 - a. Intimate power
 - b. Legitimate power
 - c. Aggressive power
 - d. Illegitimate power

4. Along with guiding, supporting and helping, the managers should also _____ their people for a long run.
 - a. Assail
 - b. Overwhelm
 - c. Defend
 - d. Retain

5. What do you meant by mentoring?
 - a. Opposing
 - b. Membership
 - c. Guidance
 - d. Avoidance

6. _____ is considered,as Hygiene Factor
 - a. Motivations by salary
 - b. Salary Satisfying the basic needs
 - c. Demotivation by absence
 - d. Interest towards the job

7. The phenomenon of job withdrawal is called
- Refreezing
 - Burnout
 - Coalition
 - Federation
8. SEI means
- Social Environment Industry
 - Science and Engineering Institute
 - Science and Electronics Institute
 - Software Engineering Institute
9. Alternating assignments means
- Assignments are given to others during absenteeism
 - Assignments are developed in other areas
 - Assignments taken care of those skilled in those areas.
 - Managing assignments to be done continuously by experienced staff.
10. Career Counseling means
- Brain washing about career growth
 - Guiding and clearing about career growth
 - Choosing the best career
 - Training undertaken for career development
11. _____ play the important role in assessment because they nominate the people to attend.
- Immediate managers
 - High level managers
 - Low level employees
 - Organizers
12. Post-conformist stage believe that
- Rules can be broken
 - Rules should be followed strictly
 - The system should be autonomous
 - They should be conscious of their own feeling
13. Innovation is _____
- Thinking up new things
 - Doing new things
 - Inventing new things
 - Researching
14. _____ plays an important role in creative process
- Employment
 - Chance
 - Situation
 - Age

15. The role of sponsor in innovation process is
- He / She does have ideas
 - He / She does have research ideas
 - He / She should be an inventor or champion
 - He / She does have imagination and nerve
16. The risky nature of technical innovation has led to something called
- Software Engineering
 - Re-engineering
 - Reverse Engineering
 - Core
17. What is financial justification?
- Financial factors affect development
 - Financial factors improve development
 - Finance plays a major factor in innovation process
 - It is just the capital investments
18. Inhibitors means
- Slow down peoples
 - Fast peoples
 - Talented peoples
 - Unskilled peoples
19. Depending on the _____, both award and incentive programs can be highly effective
- innovation process
 - needs of the organization
 - management
 - organizers
20. The basic idea behind recognition programs is to
- reward significant achievements as promptly as possible
 - encourage the innovators as and when needed
 - significant advanced over the standard
 - to formulate the award plan

PART B (5 x 16 = 80 Marks)

21. (a) (i) Explain path goal theory of leadership. How would be the leader's behavior in such leadership? (8)
- (ii) What is the leader's effectiveness in such a case? (8)

(OR)

21. (b) Elucidate a manager's role and guidelines in enforcing professional discipline. (16)

22. (a). Explain expectancy theory of motivation.

(OR)

22. (b). Explain Maslow's Theory of motivations.

23. (a). (i) Explain Frank Baron's study about characteristic of technically talented people
(ii) How will the technically talented peoples identified?

(OR)

23. (b) What assistance you can provide for ensuring career development for the employees?

24. (a) What is team dynamics? Provide a software development example. Also how can synergism be brought about?

(OR)

24. (b) (i) Through what interventions employee's involvement can be enhanced?
(ii) What are the potential outcomes of involvement?

25. (a) Explain how the awards and recognition programmes help in maintaining an innovative environment.

(OR)

25. (b). What factors you would consider while installing an intensive plan?

Time: T

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